

## IN THE UNITED STATES PATENT AND TRADEMARK OFFICE

In re application of:	:	Group Art Unit:
Calderaro, et. al.	:	Intellectual Property Law Department
Serial No.:	:	International Business
Filed:	:	Machines Corporation
Title: System and Method for Improved	:	11400 Burnet Road
Personnel Compensation Planning	:	Austin, Texas 78758
Factors	:	



*[Handwritten signature]* 2

INFORMATION DISCLOSURE STATEMENT

The Assistant Commissioner of Patents  
Washington, D.C. 20231

Sir:

Applicants submit herewith patents, publications or other information of which they are aware, which they believe may be material to the examination of this application and in respect of which there may be a duty to disclose in accordance with 37 CFR § 1.56.

While this Information Disclosure Statement may be "material" pursuant to 37 CFR § 1.56, it is not intended to constitute an admission that any patent, publication or other information referred to herein is "prior art" for this invention unless specifically designated as such.

In accordance with 37 CFR § 1.97(g) the filing of this Information Disclosure Statement shall not be construed to mean that a search has been made or that no other material information as defined in 37 CFR § 1.56 (a) exists.

The attached form, PTO-1449, provides a listing of patents, publications, or other information as required by 37 CFR § 1.98 (a)(1).

A copy of each of the items on PTO-1449 is supplied herewith.

Respectfully submitted,

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In Place of FORM PTO-1449 (Modified)

Serial No. \_\_\_\_\_

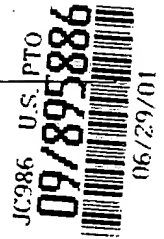
Applicant: **Calderaro, et. al.**

Filing Date: \_\_\_\_\_

Group: \_\_\_\_\_

Atty. Docket No. **AUS9-2001-0236-US1**

**LIST OF PATENTS AND PUBLICATIONS FOR  
APPLICANT'S INFORMATION DISCLOSURE  
STATEMENT**



**U. S. PATENT DOCUMENTS**

<u>Examiner Initial</u>	<u>Document Number</u>	<u>Date</u>	<u>Name</u>	<u>Class</u>	<u>Subclass</u>	<u>Filing Date if Appropriate</u>
_____	AA					
_____	AB					
_____	AC					
_____	AD					
_____	AE					
_____	AF					
_____	AG					
_____	AH					
_____	AI					
_____	AJ					
_____	AK					
_____	AL					

**FOREIGN PATENT DOCUMENTS**

<u>Examiner Initial</u>	<u>Document Number</u>	<u>Date</u>	<u>Country</u>	<u>Class</u>	<u>Subclass</u>	<u>Translation Yes No</u>
_____	AM					
_____	AN					
_____	AO					
_____	AP					

**OTHER ART (Including Author, Title, Date, Pertinent Pages, Etc.)**

<u>Examiner Initial</u>	
_____	AQ Performaworks Solution (Internet Web site, 5 pages)
_____	AR Visual Business Tools, "Personnel Director" (Internet Web site, 3 pages)
_____	AS People Soft, "Human Resources Management" (Internet Web site, 3 pages)
_____	AT
_____	AU

Examiner: \_\_\_\_\_

Date Considered: \_\_\_\_\_

EXAMINER: Initial if reference considered, whether or not citation is in conformance with MPEP 609; Draw line through citation if not in conformance and not considered. Include copy of this form with next communication to applicant.